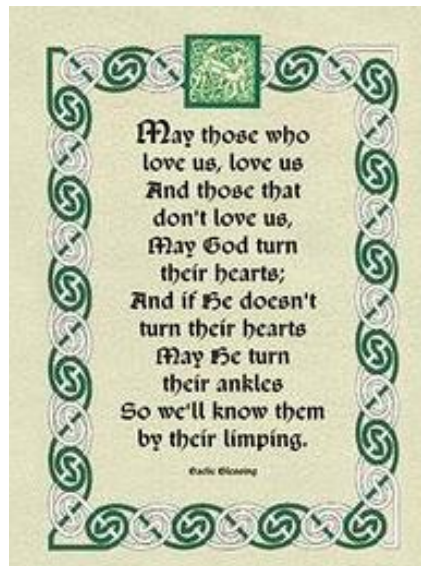


Strengthen the Hands of the Strong



ATD Workshop Series

LEADERSHIP training



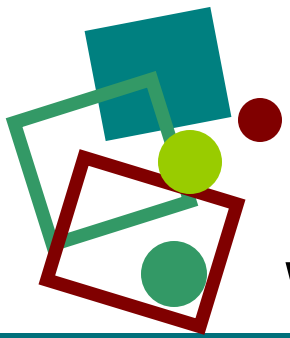
Includes All the Activities, Handouts, Tools, and Assessments You Need to Create and Deliver Powerful, Effective Training

LOU RUSSELL

Order at

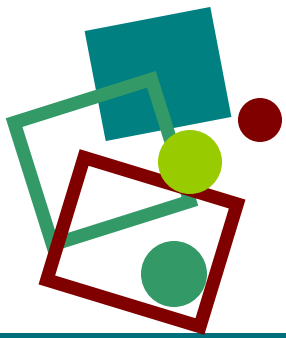
td.org/leadership.

PROVOKING
LEADERSHIP
PERFORMANCE GROWTH

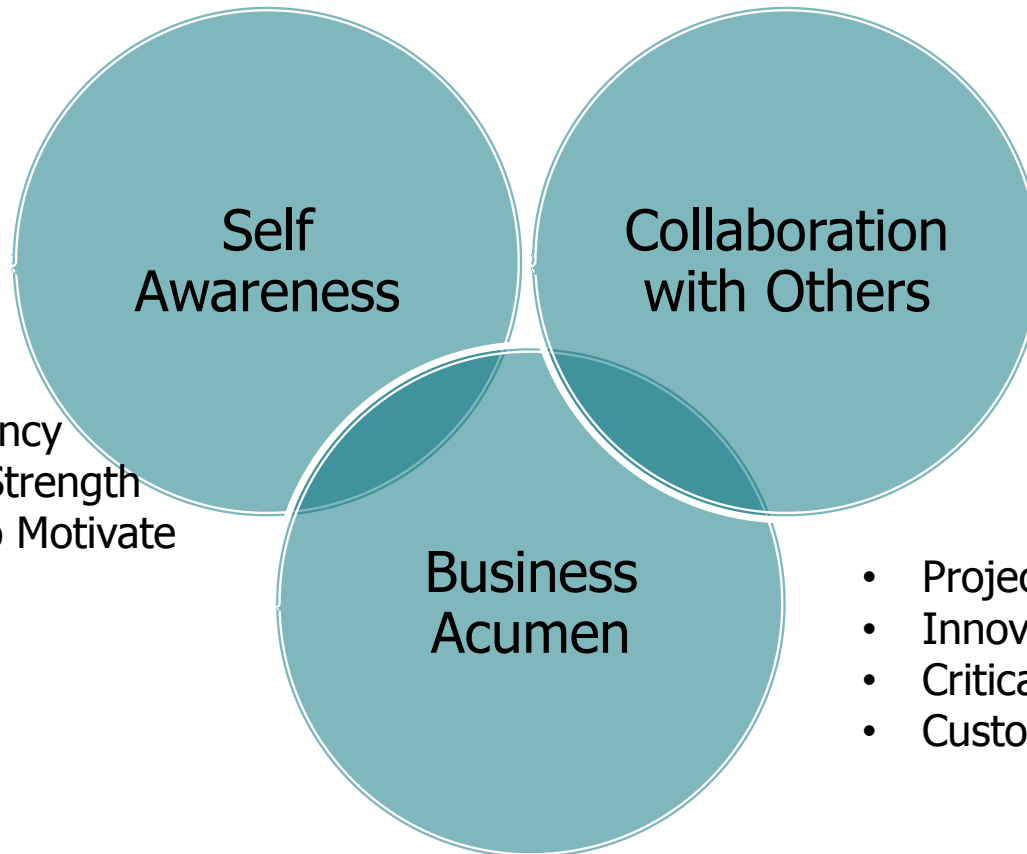


What makes you a GREAT LEADER?

What would you like to add to your Leadership Strengths?



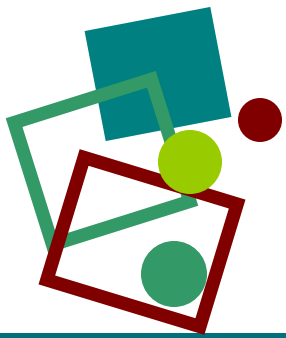
The Journey: 1/2, 1 and 2 Day



- Self- Resiliency
- Emotional Strength
- Empathy To Motivate
- Trust

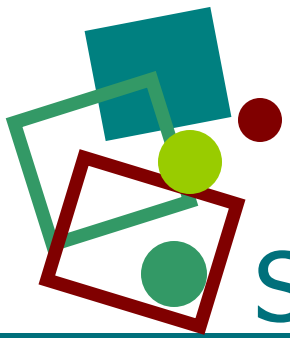
- Team Vision, Mission and Values
- Communication Skills
- Coaching in the Moment
- Managing Changing Roles

- Project Leadership
- Innovation
- Critical Thinking
- Customer Focus

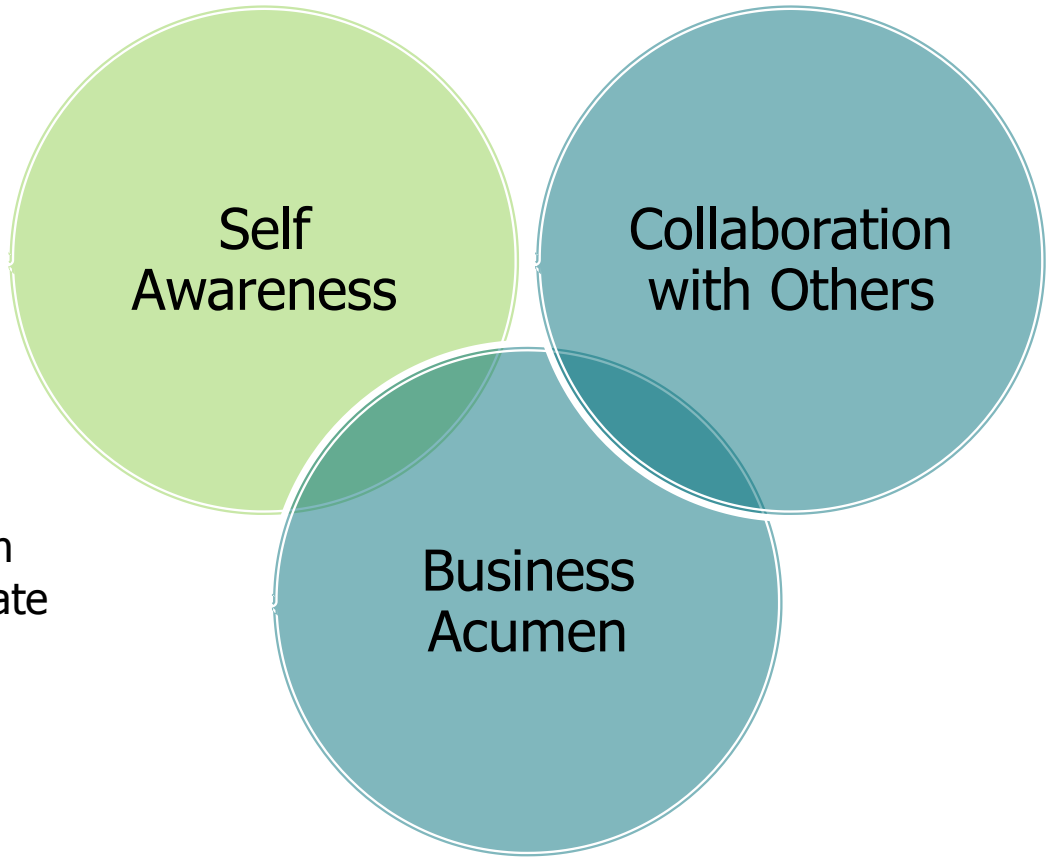


21st Century Leadership Competencies

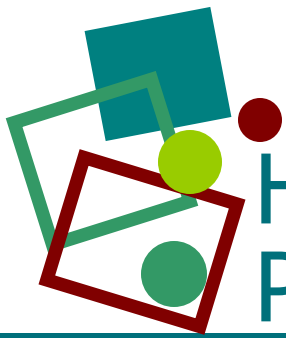
LEADER:		Evaluations Scale: 1 (Low competence to 10 High Competence)				
Competency	Sub Competency	Self	Peer	Peer	Peer	Comments
Self-Resiliency						
	Leverages a personal mission to stay the course during times of change					
	Adopts and maintains an empowered attitude in the face of adversity					
	Able to navigate change personally using attitude and focus					
	Chooses to find time to process, review and think to improve resiliency					
	Identifies her personal values, purpose and vision and explores their interplay and alignment with her actions as a leader					
	Designs a strategy for receiving honest feedback regarding her leadership style from those within her leadership sphere					
	Builds her own personal brand as a leader					
Emotional Strength						
	Grows self-awareness of emotions to improve decision making					
	Seeks to grow performance through a clear understanding of EQ, cognition, behaviors, motivators and competencies					
	Assesses her personal strengths and areas for development around her emotional regulation					
	Manages emotions to work through conflict constructively					



Self Awareness



- Self- Resiliency
- Emotional Strength
- Empathy To Motivate
- Trust

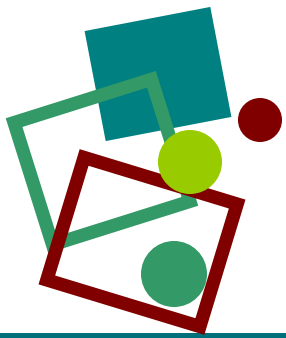


How Do You Define Your Leadership Purpose?

Self Resiliency

I _____, _____ and _____
verb verb verb

noun



TTI SUCCESS INSIGHTS™
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Introduction Where Opportunity Meets Talent®

The TriMetrix® EQ Coaching Report was designed to increase the understanding of an individual's talents. The report provides insight to three distinct areas: behaviors, motivators and emotional intelligence. Understanding strengths and weaknesses in each of the three areas will lead to personal and professional development and a higher level of satisfaction.

The following is an in-depth look at your personal talents in the five main sections:

Behaviors

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.

Motivators

This section of the report provides information on the why of your actions, which with application and coaching, can tremendously impact your valuing of life. Once you know the motivations that drive your actions, you will immediately be able to understand the causes of conflict.

Integrating Behaviors And Motivators

This section of the report will help you blend the how and the why of your actions. Once you can understand how your behaviors and motivators blend together, your performance will be enhanced and you will experience an increase in satisfaction.

Emotional Intelligence Section

This section of the report provides information on your emotional intelligence, which with application and coaching, can impact the way you respond to emotionally charged situations. In turn you will increase your performance and decision making.

Blending Behaviors, Motivators And EQ

This section will illustrate the impact your Emotional Intelligence has on your core behavioral style as well as your top two motivators.

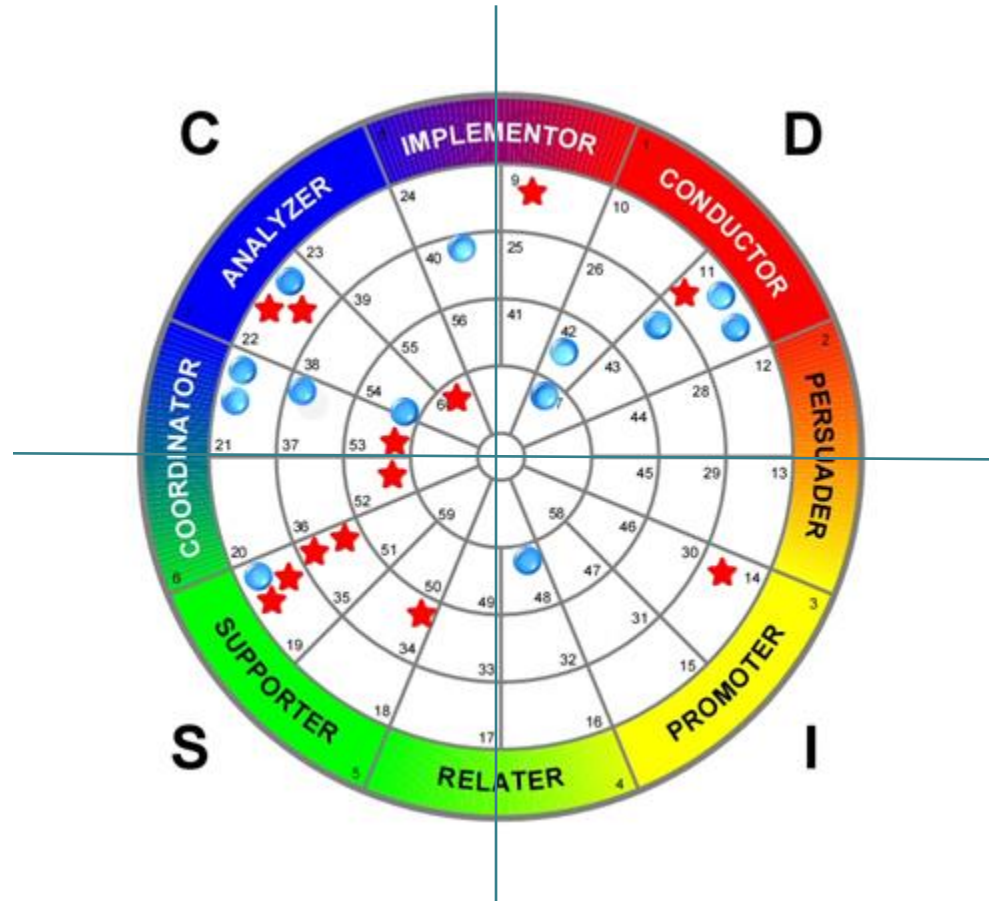


A Team Makes a Whole Brain



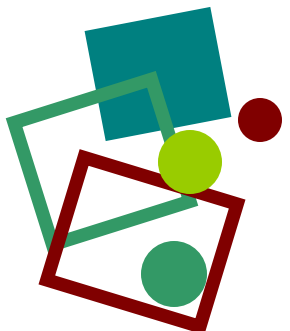
Task
Perfect

People
Careful



Task
Speed

People
Speed



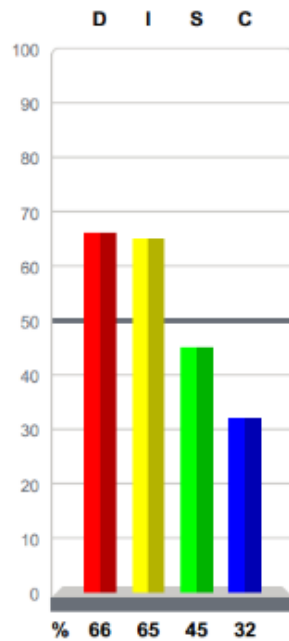
TTI SUCCESS INSIGHTS®
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Style Insights® Graphs

11-27-2013

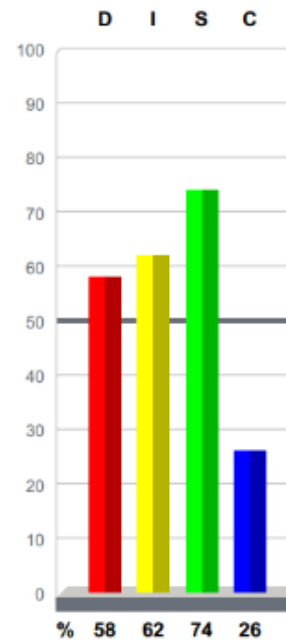
Adapted Style

Graph I

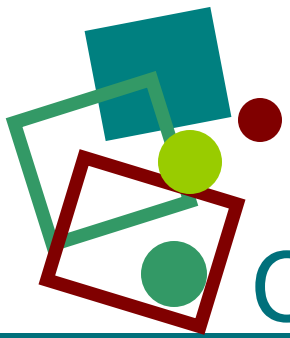


Natural Style

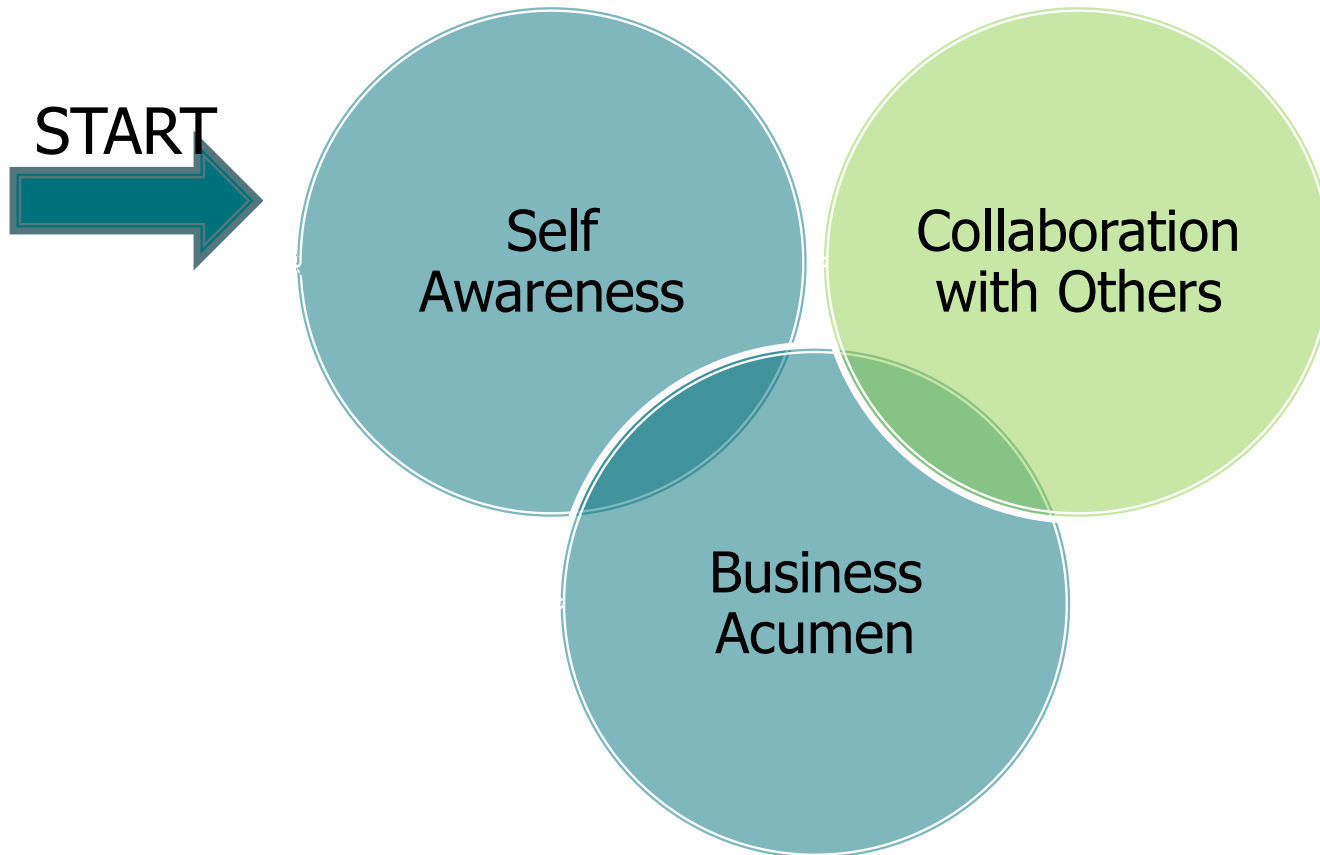
Graph II



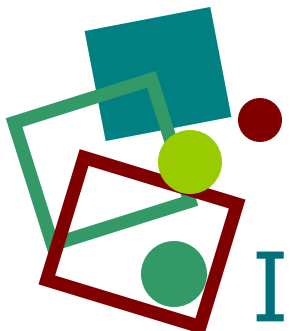
Norm 2012 R4



Collaboration with Others

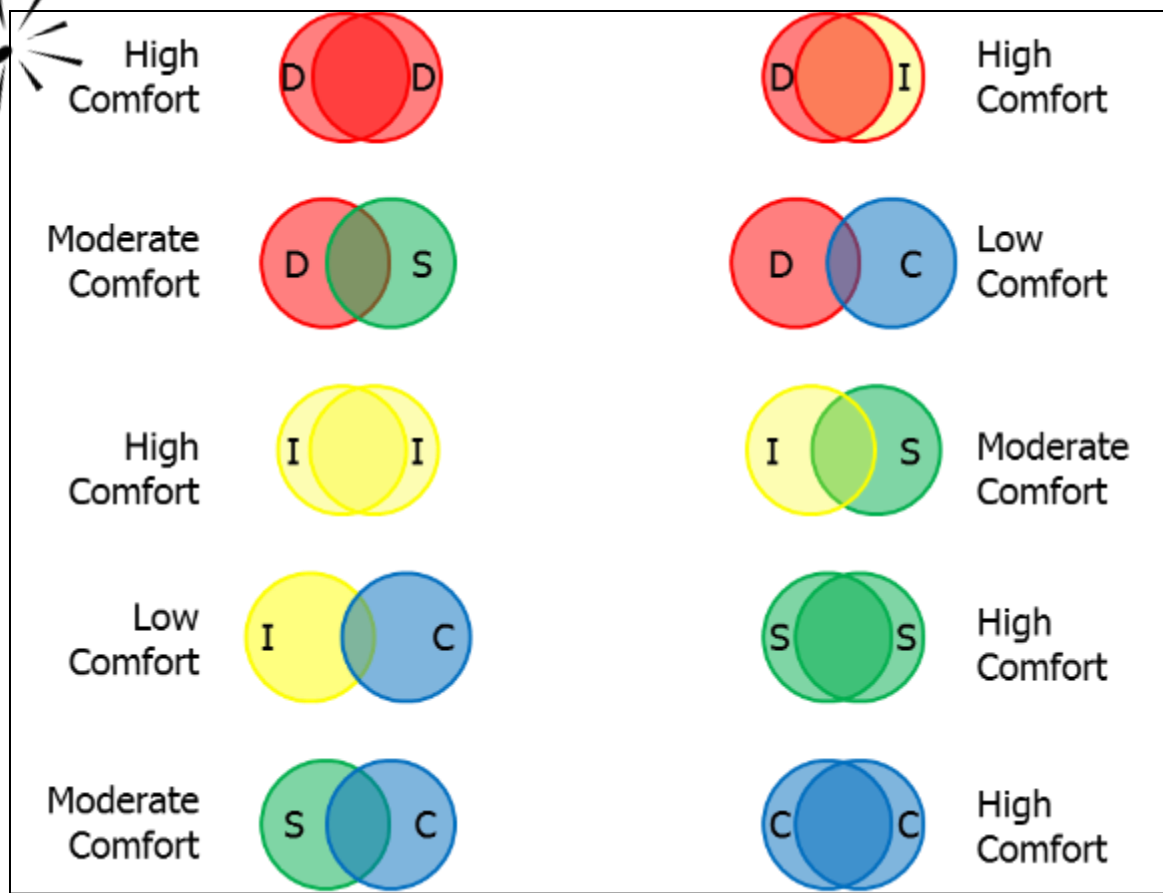
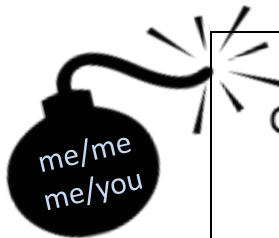


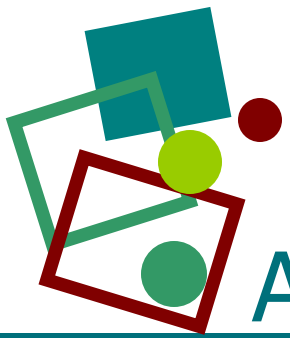
- Team Vision, Mission and Values
- Communication Skills
- Coaching in the Moment
- Managing Changing Roles



Interacting with Other Styles

Choose to adapt **temporarily** rather than **permanently** pretend to be what you are not





Accountability



+10

Take action and learn *Make it happen*

Find solutions *This can work*

Accept ownership *It starts with me*

Acknowledge situation *I'm a piece of the puzzle*

0

Wait n' Hope *Somebody should do something*

Blame self *It's my fault, guilt*

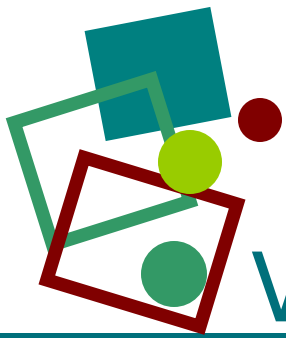
Blame others *It's their fault*

Denial *This has nothing to do with me*

-10

Learn & Grow
/
Empowerment

Protect &
Defend –
Be Right



Values Impact Our Attitude

Theoretical

I will use my cognitive ability to understand, discover & systemize the truth

Utilitarian

Every investment I make will have a greater return in time and/or resources

Aesthetic

I will enjoy and experience the beauty around me & allow it to mold me into all I can be

Social

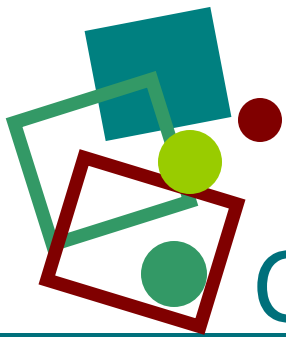
I will invest self in time and resources in helping others to achieve their potential

Individualistic

I want to advance to the highest position in life & gain the greatest power

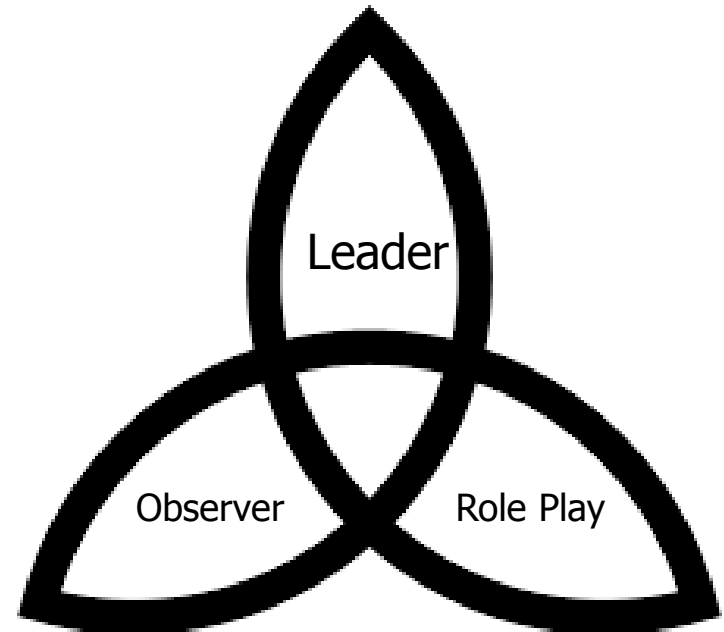
Traditional

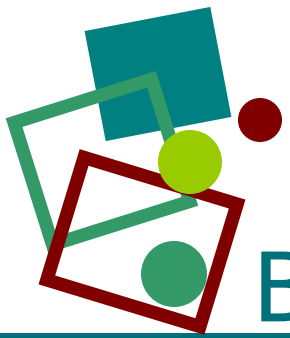
I will pursue the highest meaning in life



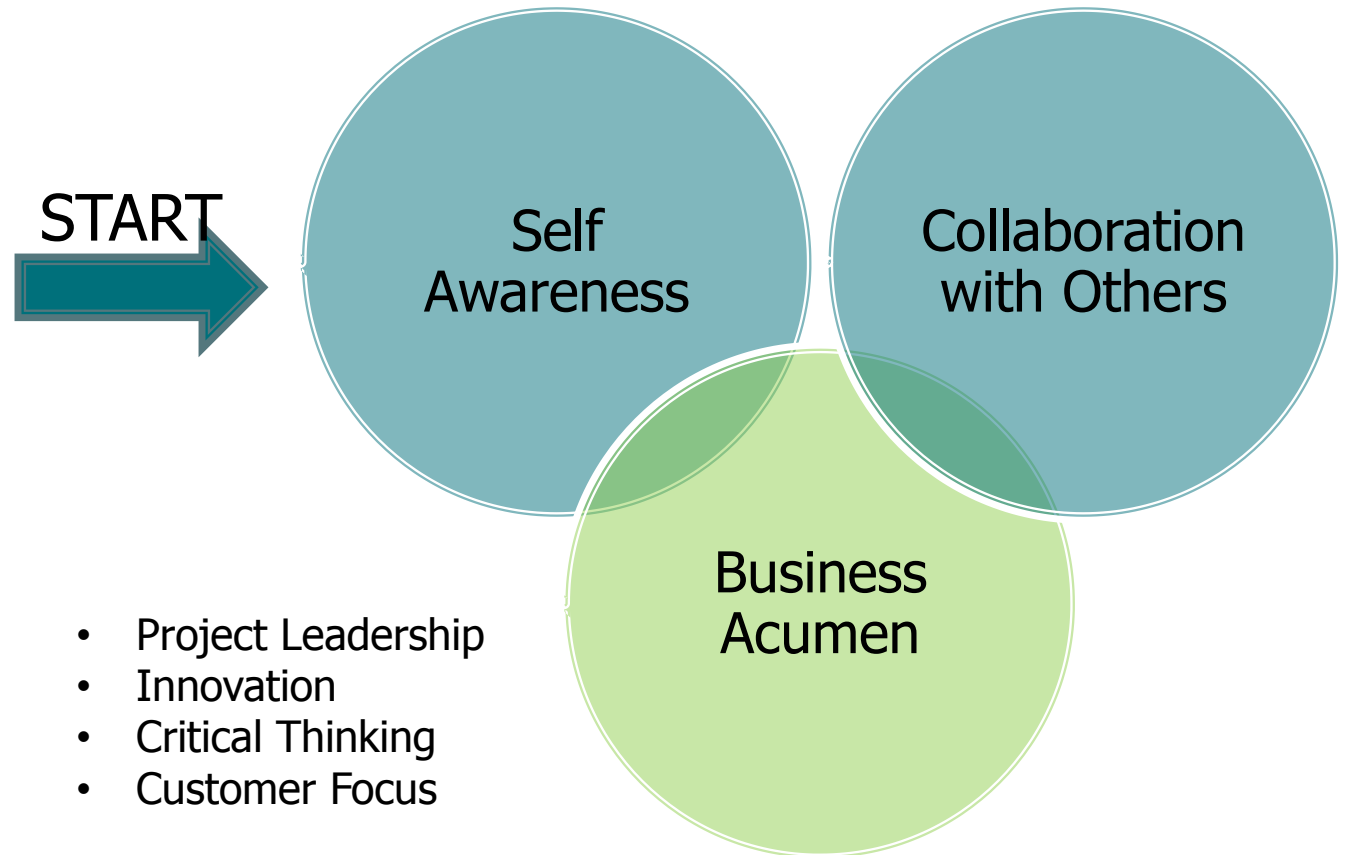
Coaching Triad

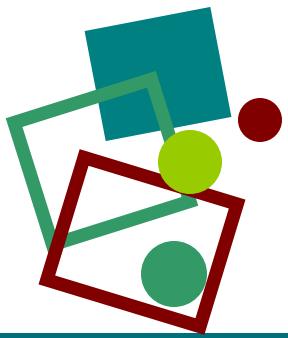
1. Describe a difficult employee and conversation need
2. Practice the conversation





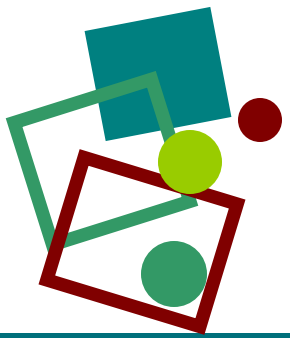
Business Acumen



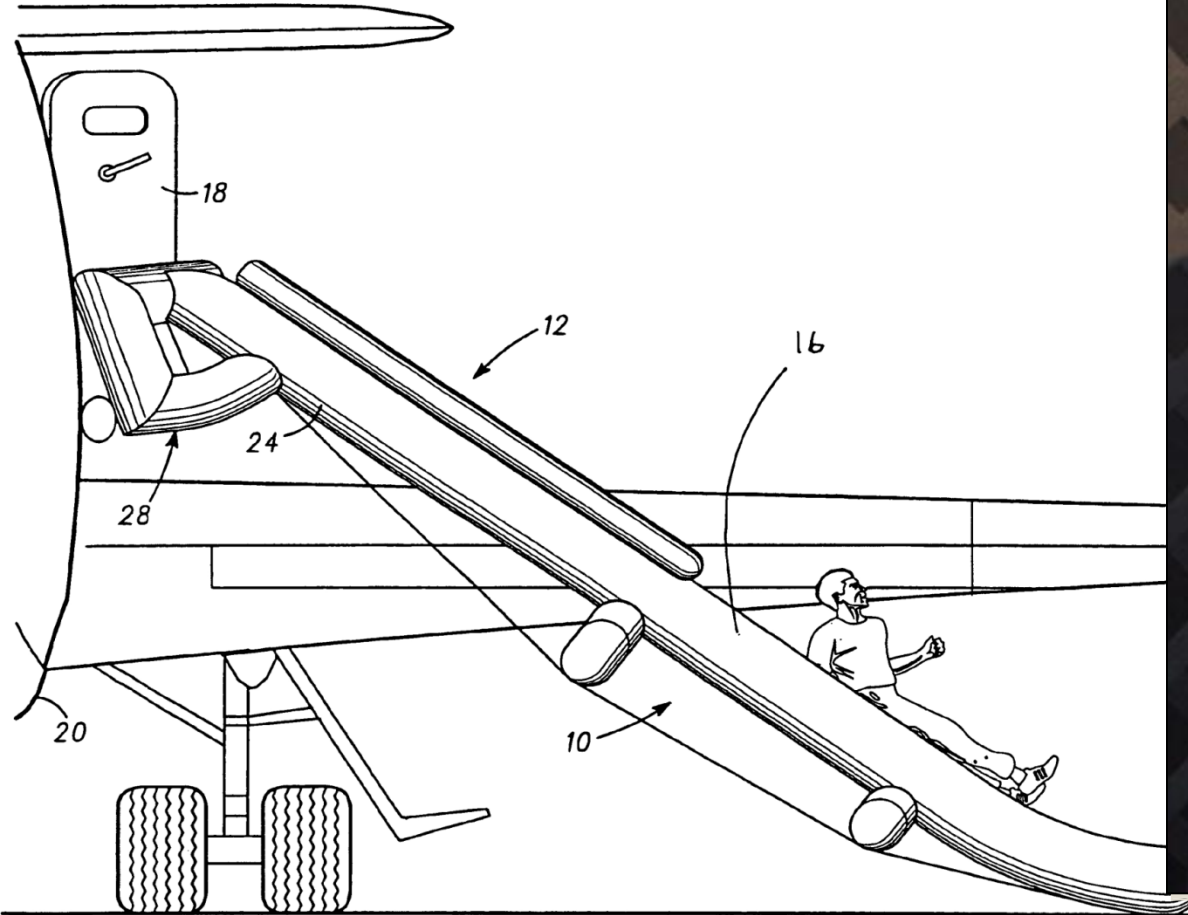


How Clearly Do You See?

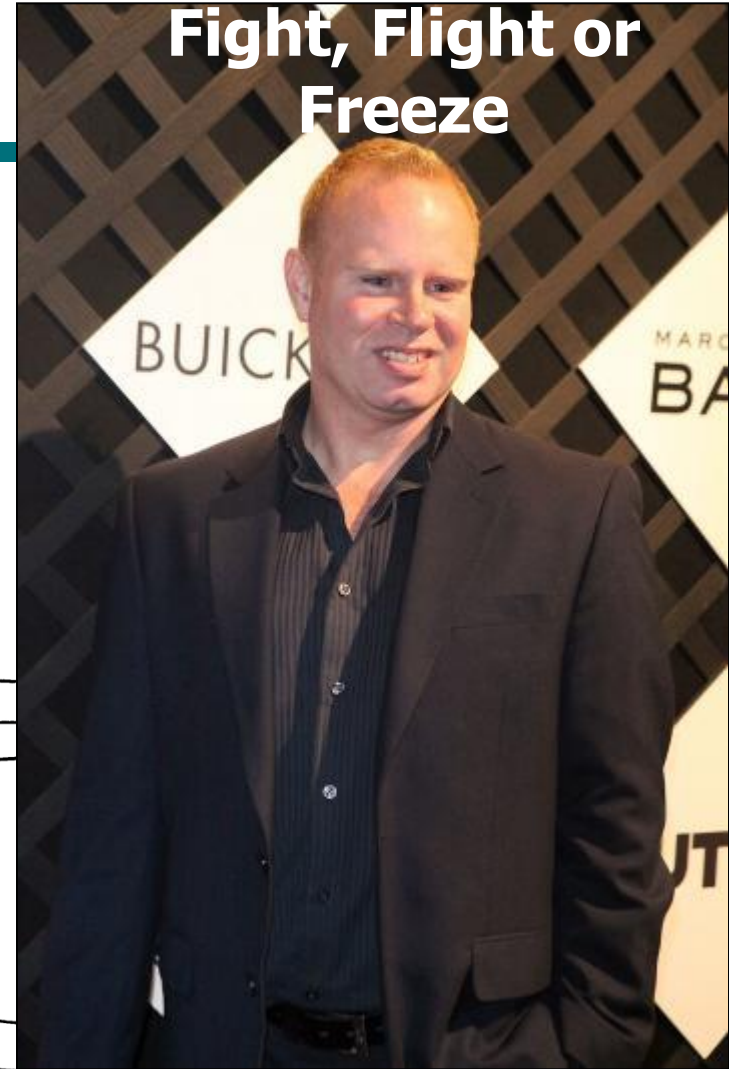


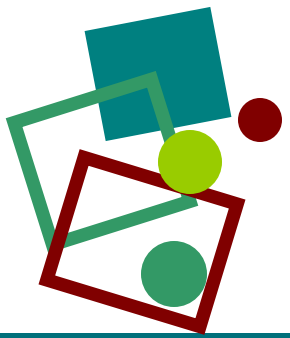


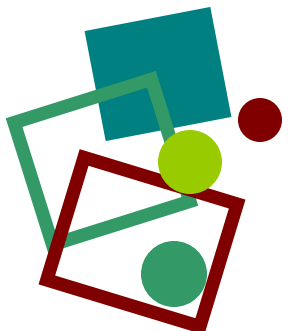
Fight, Flight or Freeze



22







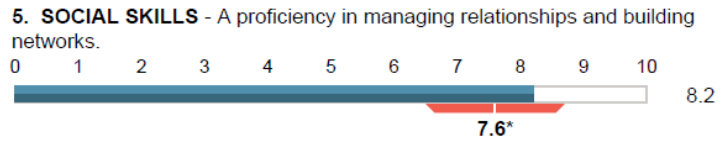
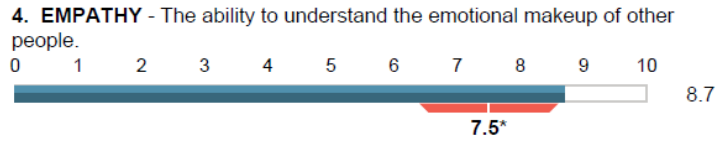
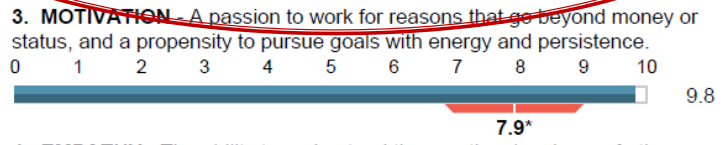
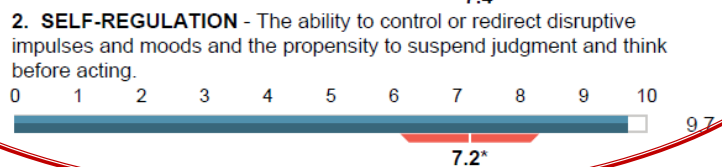
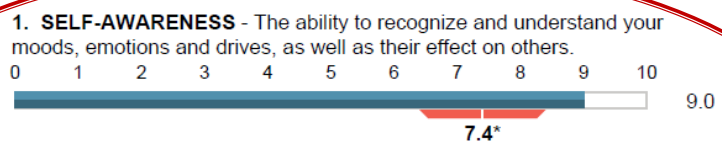
EQ Assessment

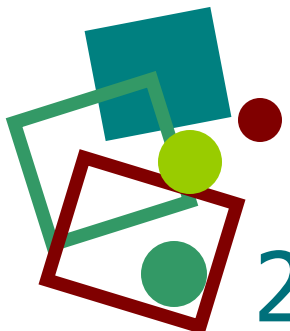


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Emotional Quotient Assessment Results

The Emotional Quotient (EQ) is a measure of your ability to sense, understand, and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your overall score on the Emotional Quotient Assessment indicates your level of overall emotional intelligence. The higher the number, the more emotionally intelligent you are. If your goal is to raise your EQ, the components on which you have scored the lowest should be the focus of your development.





2 day Simulation Components



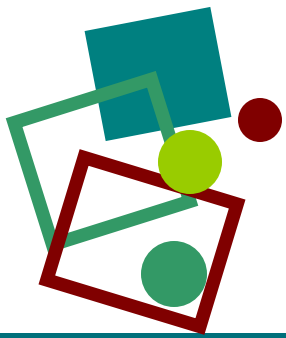
23 Leadership Competencies



OD Survey 360
TriMetrix EQ



3 Teams (IT, HR, Marketing)
3 Executive Leaders (rotate)



Logistics Flow

Introduction

- **Breakout Session # 1: Executive 1s** Meet together (finances and budget challenge)
- **Breakout Session # 2:** Teams Meet (project list for this year, budget required)
- Review DISC

Review assessment results WPM

Breakout Session # 4: ALL Teams (staff and leader) meet and greet together to build common goals and understanding (no project choices made)

Review assessment results Emotional Intelligence

Breakout Session # 6: Executive 3s: Prepare for final negotiations session

Breakout Session # 7: Executive 3s Final Team Negotiations

Group Debrief of Simulation: Leadership Manifesto

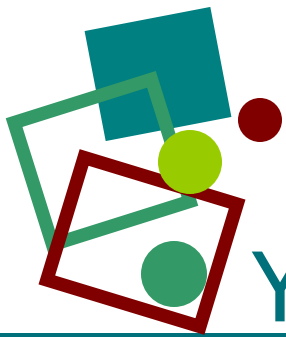
Coaching, Feedback practice
Coaching Triads
Work on Individual Development (Transition) Plan / Action Plan

H o m e w o r k

Breakout Session # 3: Teams Meet with their Executive (DISC, financial goals, budget/project needs,

Breakout Session # 5: **Executive 2s** meet with their team members together to discuss +/- of group discussion, strategy change, assessments and roles.

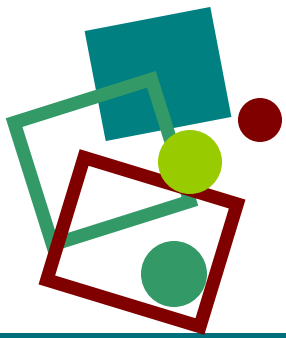
360 Feedback (Online)



Your Team

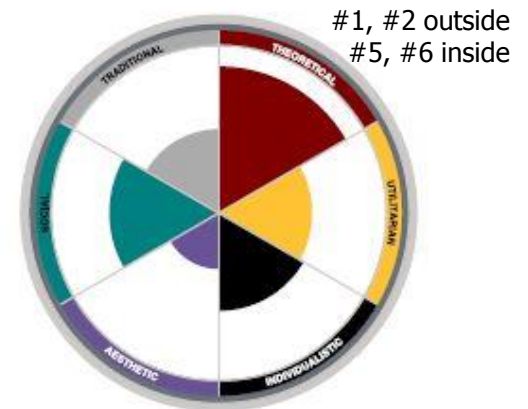
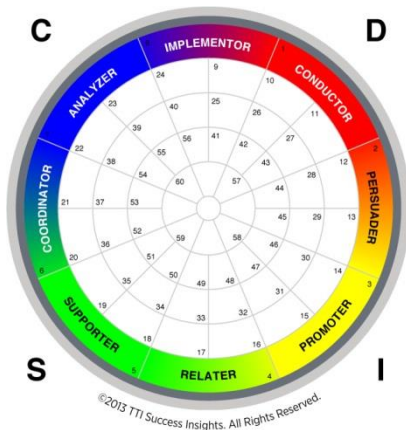
IT	MKTG	HR
Chief Information Officer (CIO)	Chief Marketing Officer (CMM)	Chief Learning Officer (CLO)
Staff (Architecture) Staff (Applications)	Staff (Social Mktg) Staff (Traditional Mktg)	Staff (Compliance) Staff (Learning and Development)

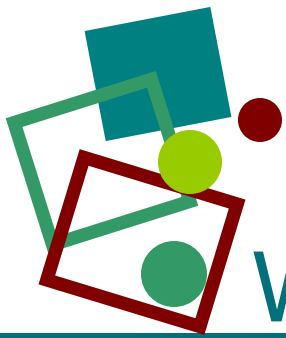
- You will be a member of one of three departments: IT, Marketing or HR.
- Each team will have a leader and at least two staff members.
- Leadership will rotate between three people over the two day simulation (*Executive 1, 2, 3 Card*).



Leadership Scorecard

DISC	WPM	EQ
Strengths:	Strengths:	Awareness:
Blind spots:	Blind spots:	Regulation:





Where are you now?

HAVE, WANT, DON'T WANT

WHAT ARE THINGS THAT YOU
WANTED AND NOW HAVE?

-
-
-

WHAT ARE THINGS THAT YOU
DON'T HAVE AND WANT?

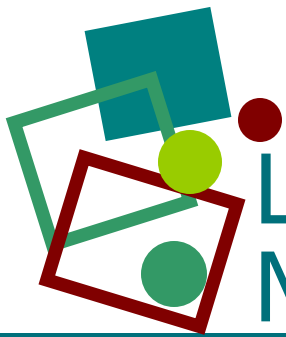
-
-
-

WHAT ARE THINGS YOU HAVE
AND DON'T WANT?

-
-
-

WHAT ARE THINGS THAT YOU
DON'T HAVE AND DON'T
WANT?

-
-
-



Leadership Manifesto

Source: Ronda Deveraux

<http://choicelifestrategies.com/daring-greatly-leadership-manifesto/>

DARING GREATLY

LEADERSHIP MANIFESTO

Leader/ li-dar/ n: Anyone who holds her- or himself accountable for finding potential in people and processes

To the CEOs and teachers. To the principals and the managers.
To the politicians, community leaders, and decision-makers.
To all of us from all of us.

WE WANT TO SHOW UP, WE WANT TO LEARN, AND
WE WANT TO INSPIRE.

WE ARE HARDWIRED FOR CONNECTION, CURIOSITY, AND ENGAGEMENT.

WE CRAVE PURPOSE, AND WE HAVE A DEEP DESIRE TO CREATE AND CONTRIBUTE.

WE WANT TO TAKE RISKS,
EMBRACE OUR VULNERABILITIES, AND BE COURAGEOUS.

WHEN LEARNING AND WORKING ARE DEHUMANIZED –
WHEN YOU NO LONGER SEE US AND NO LONGER ENCOURAGE OUR DARING, OR
WHEN YOU ONLY SEE WHAT WE PRODUCE OR HOW WE PERFORM –
WE DISENGAGE AND TURN AWAY FROM THE VERY THINGS THAT THE WORLD NEEDS FROM US:
OUR TALENT, OUR IDEAS, AND OUR PASSION.

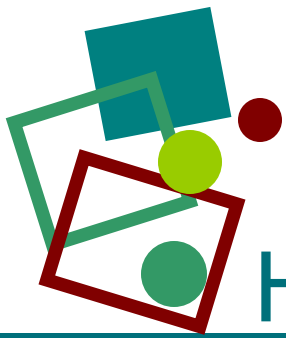
WHAT WE ASK IS THAT YOU ENGAGE WITH US,
SHOW UP BESIDE US, AND LEARN FROM US.

FEEDBACK IS A FUNCTION OF RESPECT;
WHEN YOU DON'T HAVE HONEST CONVERSATIONS WITH US
ABOUT OUR STRENGTHS AND OUR OPPORTUNITIES FOR GROWTH,
WE QUESTION OUR CONTRIBUTIONS AND YOUR COMMITMENT.

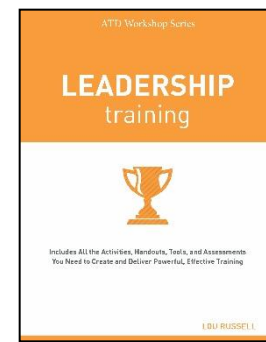
ABOVE ALL ELSE, WE ASK THAT YOU SHOW UP,
LET YOURSELF BE SEEN, AND BE COURAGEOUS.
DARE GREATLY WITH US.

from *Daring Greatly* by Brené Brown

Copyright © 2012 by Brené Brown

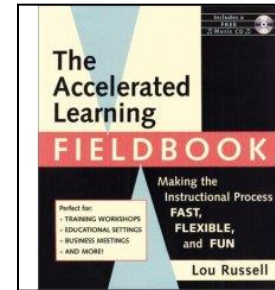
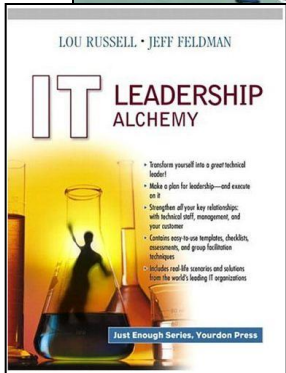
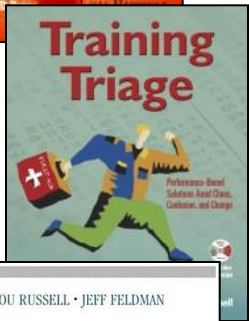
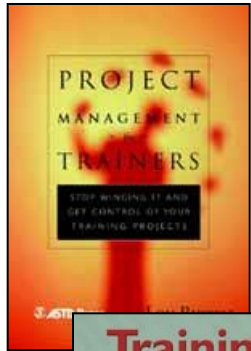


How Can I Get More Help?



At www.russellmartin.com:

- Purchase Leadership Training at td.org
- Get our LEARNING FLASH e-zine for more tips and tools
- Find out about workshops, webinars, e-learning and virtual LinkedIn communities
- info@russellmartin.com for any questions!



@nolecture



Lou Russell

